



MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
COMMISSION ON HUMAN RIGHTS
CHARGE OF DISCRIMINATION

Enter Charge Number

☐ FEPA

☐ EEOC

This form is affected by the Privacy Act of 1974; see Privacy Act Statement before completing this form.

Missouri Commission on Human Rights and EEOC		
Name (Indicate Mr., Ms., or Mrs.) Ms. Megan Knight	Date of Birth 12/10/1995	Home Telephone No. (Include Area Code) (417) 366-0017
Street Address 101 Canon Ave.	City, State and Zip Code Clever, MO 65631	County Christian

Named below is the Employer, Labor Organization, Employment Agency, Apprenticeship, Committee, State or Local Government Agency who discriminated against me (if more than one list below).

Name The Arc of the Ozarks	No. of Employees/Members >1000	Telephone No. (Include Area Code) (417) 864-7887
Street Address 1501 E. Pythian St.	City, State and Zip Code Springfield, MO 65802	
Name	No. of Employees/Members	Telephone No. (Include Area Code)
Street Address	City, State and Zip Code	

Cause of Discrimination based on (Check appropriate box(es))

☐ Race

☐ Color

☐ Sex

☐ National Origin

☐ Religion

☐ Age

☒ Disability

☐ Retaliation

☒ Other (Specify) Perceived Disability

Date Discrimination took Place
(Month, Day, Year)

1/15/2025

☐ Continuing Action

The Particulars Are (If additional space is needed, attach extra sheet(s)):

I was hired by The Arc of the Ozarks as a behavioral support professional beginning in February 2020. In early January 2025 I was promoted to a behavior technician supervisor.

On January 15, 2025 my employment was terminated by Kelly Sikes, the Counterpoint Director. She told me that I was being terminated because two days previously the Arc had received court documents stating that I was going to be put on the family care safety registry, and that they had seen court documents about my mental health and alleged child abuse. I was never shown any of these court documents. In April 2023 my ex-boyfriend had falsely accused me of child abuse. There was no evidence to support his false accusations. I had my attorney send the Arc a letter showing that I was not on the registry and had no criminal charges against me.

On January 21 I spoke with Melissa West, my former program supervisor. She told me that I had been terminated due to concerns over my mental health. I do not have any mental health condition that would impair my ability to perform my job, and both Melissa and Kelly knew or should have known that. I had never been written up or disciplined or even had my mental health or ability to perform the job questioned.

I believe that The Arc wrongfully believed that I had a disability or mental illness and terminated me based on that wrongful belief. I am requesting damages for front and back pay, emotional distress, punitive damages, attorney fees, costs, and such other relief as is just and lawful.

☒ I want this charge filed with both the EEOC and the Missouri Commission on Human Rights. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

x Megan Knight
Charging Party (Signature)

1-28-25

Date

NOTARY – (When necessary to meet State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

x _____
Signature of Complainant

Subscribed and sworn to before me this date (Day, month and Year)

**PLAINTIFF'S
EXHIBIT**